



Patty Clark
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Finding Your Why

If you are perceived by others as successful, but often feel like there is more, you probably haven't found your "Why" yet. Jessica Pliska, founder of Opportunity Network (OppNet) had achieved what she thought was success: launching a corporate marketing department and having an office with a window in Manhattan. She was 30 years old and had a job many people would love but she didn't feel like she had achieved success, she felt like there was something more important to do.

Jessica had a fortunate up-bringing:, successful parents, the best schools, a degree from a prestigious college, and connections to open any door she wanted. With all that you would think she had everything a person would want, but she felt it wasn't fair that everyone didn't have the same opportunities she did. She thought about the kids who didn't graduate for the lack of financial assistance, weren't motivated to graduate, or weren't set up for success. She felt their environment set them up for failure most of the time and she needed to find a way to help. She realized the connections she had growing up could help her help those kids be successful. She found her Why.

Based on her past experiences, her background, and her curiosity on how to help others, she quit her job and set up Opportunity Network (OppNet) as a nonprofit organization that offers a six-year program for high-performing, high-need, and motivated high school juniors that would prepare them for college and beyond. According to Peter Docker, one of the co-authors (with Simon Sinek) of *Find Your Why*, "the first thing to remember is that finding your Why is a discovery. It's not about creating anything. The discovery process starts with exploring the times in our lives when we felt particularly fulfilled, excited, or inspired." That is exactly what Jessica did and now feels excited to go to work to a job she no longer takes for granted.

Sinek and Docker say that we can love our jobs even though we don't always like them. Docker states, "If we feel we don't love our work then discovering our Why can help us gain insight into what's going on. Often, being able to express our Why in words enables us to more easily figure out how to bring our Why to life in the work we do. Work that we previously felt to be unfulfilling suddenly takes on fresh meaning." Although we try, it is not always easy to find passion in our current job. If that is the case it may be time to find our Why and move on to something we are passionate about that makes us feel fulfilled.

Many years ago I had a co-worker that was successful in his position and did a great job but always felt like something was missing, his Why. He didn't make any drastic decisions but carefully thought about his passions in life and eventually laid out a plan. He discovered his Why based on his passion in life and is now employed in a field that he loves and makes him happy. Like he said when he left, he had found his Why in life. Finding your Why doesn't mean you have to quit your job, you may like where you work, you just need to find your passion, your Why!

Sources:

www.newyorkpost.com 2/19/18

www.fearlessmotivation.com

<https://www.forbes.com/sites/danschawbel/2017/09/05/david-mead-and-peter-docker-how-to-find-your-why/#4674971712cc>

Hot Off The Line

Q - How long must I-9 forms, drug testing results, and background checks be kept on file?

A - I-9 forms should be kept for three years after hired or one year after terminated (whichever is longer), drug testing results should be kept for one year (five years for DOT), and it is recommended that background checks be kept for five years. Occasionally we find sources with varying answers to this question. It is a good rule of thumb to keep the document for the longest recommended time.



DID YOU KNOW?

If you are a first-tier government contractor with \$50,000 or more in federal government contracts and 50 or more employees at one location; or, a second-tier government contractor (supplies to a first-tier contractor) with \$50,000 or more in contracts and 50 or more employees at one location you are required to have an Affirmative Action Plan. MACNY can audit your plan, rewrite it, or create one for you as well as complete your Adverse Impact. If you are interested in receiving a quote or would like additional information please contact Patty Clark, HR Services Manager at 315-474-4201 x 10 or pclark@macny.org.

HR Stats & Facts

- According to the EEOC, age discrimination accounted for more than 20% of discrimination charges in 2016, up 47% since 1999. *Source: HR Magazine February 2018*
- Employers expect 17% of work will be automated by 2020, up from 9% in 2017. *Source: The Global Future of Work Survey*

C P I

Wage/Clerical	January	December	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	720.6	716.5	4.2	0.6%	2.1%
1982-84=100	241.9	240.5	1.4	0.6%	2.1%
Urban					
1967=100	742.5	738.5	4.0	0.5%	2.1%
1982-84=100	247.9	246.5	1.3	0.5%	2.1%
Unemployment Rates					
January - Onondaga County: 5.3; Metropolitan Syracuse Area (MSA): 6					